

2021 Race & Social Justice Initiative (RSJI) Presentation to Seattle City Council

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*Seattle Center creates exceptional events,
experiences and environments that delight and
inspire the human spirit to build stronger communities.*



Highlights/Outcomes

- The department's premier public program, Seattle Center Festál highlighting ethnic cultures in our region, produced 23 virtual presentations and one live event during the year.
- Partnered with Seattle Arts & Culture for Anti-Racism (SACA) to produce the 5-part Holistic Public Safety program.
- Distributed \$100,000 of personal protection equipment PPE distribution across campus organizations.



Highlights/Outcomes

- Served those in need by hosting shelters at the Exhibition Hall and Fisher Pavilion, hygiene facilities, and COVID testing on Seattle Center campus.
- Partnered with the Office for Civil Rights on citywide virtual RSJI Summit and provided video and website support.
- Conducted a comprehensive confidential survey to ask employees about their well-being at work and in their personal lives during COVID.
 - Analyzed differences in BIPOC and white responses.
 - Engaged employees in conversation about the issues.
 - Worked to mitigate impacts on employees and families.



RSJ in the Strategic Business Plan

RSJ is prominently integrated into the 2021-2023 Seattle Center Strategic Business Plan.

Representative focus areas:

- Campus programming and events
- Partnerships with new BIPOC campus tenants and collaborators
- Supporting campus resident organizations to advance equity and inclusion
- Equity in hiring



Challenges/Lessons Learned

- Ability for Seattle Center to operate was limited by the impacts of the pandemic as it closed its public facilities and significantly limited in-person activities.
- RSJ Team welcomed some new members, but experienced significant reduction in membership with many members leaving the team due mostly to job changes.
- COVID impacts to operations and reduced capacity of RSJ Team prevented completion of Racial Equity Toolkits.
- The Telework stipend being implemented well in advance of Frontline Worker Acknowledgement pay created strong feelings of inequity.
- The initial RSJ Team's Culture Change Program to dismantle white supremacy in our workplace was challenging beyond our capacity. The effort must continue, but first with smaller steps.



SOCR & Seattle Center Partnership

Seattle Center continued its partnership with Seattle Office for Civil Rights (SOCR) to support the production of the **2021 & 2022 RSJI Summit & MLK Unity Days**.

Some Highlights Included: Remarks from **Mayor Bruce Harrell**, Keynote by ACLU-WA President **Michele Storms**, Choose 180 Executive Director **Sean Goode**, and **The Black Directors Forum**.



Holistic Public Health: L&L Series

SACA (Seattle Arts & Culture for Anti-Racism) & SC RSJI Change Team Co-Produced a Holistic Public Health Series inviting participants to reimagine holistic public safety that centers community care through an anti-racist lens.

- **3/16 – The History of Policing & Our Current State Pt. 1**
- **4/13 – The History of Policing & Our Current State Pt. 2**
- **4/30 – Recap and Debrief from Pt. 1 & Pt. 2**
- **5/11 – Reimagining Holistic Public Safety**
- **6/8 – Walking the Talk: Actionable Solidarity**

Presenters:

Dr. Chandan Reddy (Critical Race Theory) from UW

Dr. Leigh Anderson (Criminal Justice) from UW

YahNe Ndgo (Black Lives Matter) from Philadelphia

Prof. Angélica Cházaro (Law) from UW

Trayvona Thompson-Wiley community organizer (Creative Justice)

Emijah Smith community organizer (Equity Now)



RSJI Lunch & Learn: #STOPAAPIHATE

March 24 Listening Circle

- Lunch and Learn to acknowledge and reflect on address injurious rising xenophobic Anti-Asian sentiment that rose with the development of the COVID-19 Pandemic.
- Special intention was taken to center AAPI employees.



Change Team Involvement

Change Team members participate on multiple teams across the RSJI network:

- Workforce Equity Planning & Advisory Committee (WEPAC)
- Seattle Arts & Culture for Anti-Racism (SACA)
- Citywide RSJ Team co-leads
- RSJI Summit production



Providing RSJ Learning Resources

RSJ Team is providing:

- Learning Library of RSJ related books available to Seattle Center staff.
- Building up a new RSJ Intranet site available to other City departments.
- Building up a new SharePoint site for RSJ Team.



WMBE Purchasing



2020 PURCHASING											
2020 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	199,083 11.0%	44,764 2.0%	0 0.0%	0 0.0%	76,674 4.0%	320,522 17%	1,526,729 83.0%	1,847,251	58%	243,848	76%
Operating	7,558 1.0%	97,783 7.0%	0 0.0%	35,734 3.0%	139,520 11.0%	276,595 21%	1,040,636 79.0%	1,317,231	42%	137,075	50%
TOTAL	206,641 7.0%	138,549 4.0%	0 0.0%	35,734 1.0%	216,194 7.0%	597,117 19%	2,567,366 81%	3,164,483	100%	380,923	64%

2021 PURCHASING											
2021 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	36,431 2.1%	166,931 9.6%	0 0.0%	0 0.0%	393,729 22.7%	597,092 34.4%	1,139,279 65.6%	1,736,370	51.6%	203,362	34%
Operating	31,842 2.0%	69,062 4.2%	8,496 0.5%	44,610 2.7%	142,462 8.7%	296,472 18.2%	1,331,966 81.8%	1,317,231	48.4%	154,010.17	52%
TOTAL	68,273 2.0%	\$235,994 7.0%	8,496 0.3%	44,610 1.3%	536,192 15.9%	893,564 26.6%	\$2,471,245 73.4%	3,364,808	100%	357,372	40%

WMBE Consultants



2020 Consulting											
2020 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	0 0%	215,055 19%	0 0%	0 0%	58,729 5%	273,783 25%	840,203 75%	1,113,987	96%	215,055	79%
Operating	0 0%	0 0%	0 0%	0 0%	550 1%	550 1%	50,477 99%	51,027	4%	0	0%
TOTAL	0 0%	215,055 18%	0 0%	0 0%	59,279 5%	274,333 24%	890,681 76%	1,165,014	100%	213,980	78%

2021 Consulting											
2021 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	0 0%	358,488 25.8%	0 0%	0 0%	60,726 4.4%	419,214 30.2%	969,735 69.8%	1,388,949	71%	358,488	85%
Operating	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	108,194 100%	108,194	8.6%	0	0%
TOTAL	0 0%	358,488 23.9%	0 0%	0 0%	60,726 4.1%	419,214 29%	1,077,929 72%	1,497,143	100%	358,488	86%

RSJ Future Opportunity

Tremendous opportunity to grow
Seattle Center RSJ Change
Team with new members,
initiatives and energy.



